

ORIGINATOR: CHIEF CONSTABLE

PAPER NO: AC14/22

SUBMITTED TO: AUDIT COMMITTEE - 23 SEPTEMBER 2014

**SUBJECT: IMPLEMENTATION AND EMBEDDING OF THE CODE OF
ETHICS**

SUMMARY:

1. This report details the work undertaken to implement, and embed, the nationally developed Code of Ethics into the Suffolk Constabulary.
2. There are no financial risks associated with this report.
3. There no other implications or risks associated with this report.

RECOMMENDATION:

1. The Committee is asked to note the work undertaken to implement the Code of Ethics within the Suffolk Constabulary.

1. INTRODUCTION TO THE CODE OF ETHICS

- 1.1 The Code of Ethics was developed by the College of Policing in its role as the professional policing body to set and define the exemplary standards of behaviour for everyone who works in policing. It was developed through consultation and was launched on 15th July 2014.
- 1.2 The College of Policing has issued the Code of Ethics as a code of practice under the Anti-Social Behaviour, Crime and Policing Act 2014. Measures are available to deal with any breaches of the Code of Ethics. The scope of the measures could be simple words of advice by a supervisor to formal action using existing disciplinary procedures.
- 1.3 The aim of the Code is to support each individual member of the policing profession to deliver a high standard in their service to the public. The College has stated that it is committed to embedding the code at the heart of every policy, procedure, decision and action in policing.
- 1.4 There are nine principles and ten standards of behaviour. The principles are built on the 'Nolan principles for public life' with the addition of 'fairness' and 'respect':

Principles of Behaviour	Standards of Behaviour
Accountability	Honesty & Integrity
Fairness	Authority, respect and courtesy
Honesty	Equality and Diversity
Integrity	Use of force
Leadership	Orders and Instructions
Objectivity	Duties and Responsibilities
Openness	Confidentiality
Respect	Fitness for work
Selflessness	Conduct
	Challenge and reporting improper behaviour

- 1.5 Between 25 - 27th June, both Suffolk and Norfolk Constabulary were inspected by HMIC as part of the integrity and corruption inspection with one of the criteria to see if the Force had clear plans to effectively communicate and embed the Code of Ethics. The inspection team were given a presentation of Suffolk's position at the time and updated on all communications that had been completed to promote the Code within force.
- 1.6 The HMIC report is expected to be published in October 2014.

2. INTEGRITY STRATEGY AND INTEGRITY WORKING GROUP

- 2.1 The Constabulary has adopted the Code and a Joint Integrity Strategy was developed.
- 2.2 The primary objective of the Integrity Strategy is to ensure the values contained within the Code of Ethics are embedded within both organisations, supporting the shared Mission, Vision and Philosophy of Norfolk and Suffolk Constabularies in order to promote staff and public confidence.
- 2.3 The primary objectives will be delivered through:
- Adoption of the Code of Ethics;
 - Establishment of a Joint Integrity Working Group;
 - Utilising and developing best practice obtained through the College of Policing, HMIC inspections and the ACPO Integrity Model;

NOT PROTECTIVELY MARKED

- Engagement with the Offices of Police and Crime Commissioners (OPCCs);
 - Developing a clear Communication Strategy;
 - Developing a culture of Transparency;
 - Integration of the National Decision Model (NDM);
 - Consultation;
 - Chief Officer Oversight;
 - Consideration of the development of an 'Ethics Committee'.
- 2.3 The Joint Integrity Working Group (JIWG) is chaired by the Deputy Chief Constable of Suffolk and meetings are held bi-monthly. The group consists of the Norfolk Deputy Chief Constable, representatives from all departments and staff associations. The group works to an action plan which reflects multiple themes including:
- Ethics and Transparency;
 - Guidance and Benchmarking;
 - Policy and Procedure;
 - People;
 - Leadership;
 - Performance;
 - Confidence;
 - Complaints;
 - Communication;
 - Anti-Corruption;
 - Ethical Oversight.
- 2.4 The Integrity Strategy is subject of review through the JIWG and Joint Chief Officer Command Team (JCOT).
- 2.5 Since the College of Policing announced that they were creating the Code of Ethics, all staff and officers in the Force have been kept updated via Force Announcements on the Intranet, Email and Force Orders. This is in line with the strategy and action plan.
- 2.6 Since April the following has been done to promote and publicise the Code of Ethics among officers and staff:
- The Chief Constable made the Code of Ethics a principal discussion topic at the Chief Officer Internal Roadshows which took place recently at police locations in Suffolk;
 - A link to a complaint reduction video referencing the Code of Ethics was publicised via the intranet and emailed to all supervisors with a requirement for all staff to view it;
 - An article was published in Constables County and in force on the arrival of the Code;
 - An announcement was made via an Intranet article highlighting both Forces commitment to the Code.
- 2.7 A joint dedicated Integrity intranet site was launched in June. The site has links to information on the Code, including maintaining professional boundaries and

standards of behaviour, information security, gratuities and hospitality, challenging and reporting improper conduct and the Force 'Vision, Mission and Philosophy'.

- 2.8 A booklet called 'Integrity - what you need to know' was also produced and sent to each member of staff in both Norfolk and Suffolk Constabularies. This covered guidance on standards of behaviour and information on the items listed on the Integrity Intranet site. A letter from both Chief Constables also accompanied the booklet to highlight its importance.
- 2.9 A sub-group (The Integrity Communications Group) was setup on the recommendation of the Deputy Chief Constable with the purpose of delivering the Code within each Constabulary. It is chaired by the head of Learning and Development with the remit of reviewing what is being done nationally and will also look at creating and delivering an internal communication plan.
- 2.10 The group will meet quarterly and report back to the Integrity Working Group.
- 2.11 It is anticipated that further communication on the Code will be carried out when the Organisations 'Vision, Mission and Philosophy' is formally launched.

3. FINANCIAL IMPLICATIONS

- 3.1 There are no significant financial implications in the short term. Any financial implications in the medium to long term will be considered by the Integrity Working Group.

4. OTHER IMPLICATIONS AND RISKS

- 4.1 There are no implications or risks identified.

ORIGINATOR CHECKLIST (MUST BE COMPLETED)	PLEASE STATE 'YES' OR 'NO'
Has legal advice been sought on this submission?	Not applicable
Has the PCC's Chief Finance Officer been consulted?	No
Have equality, diversity and human rights implications been considered including equality analysis, as appropriate?	No
Have human resource implications been considered?	No
Is the recommendation consistent with the objectives in the Police and Crime Plan?	Yes
Has consultation been undertaken with people or agencies likely to be affected by the recommendation?	Not applicable
Has communications advice been sought on areas of likely media interest and how they might be managed?	Yes
Have all relevant ethical factors been taken into consideration in developing this submission?	Yes